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CONVOY DISPATCH

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975 — September 1998 # 171

One More Reason to Vote Reform ...

$100,000 Club Crowded with Hoffa Supporters

There's no clearer explanation for why most Teamster officials are supporting Hoffa Junior than the $100,000 Club.

TDU's annual report on officials' outrageous (and multiple) salaries shows that the overwhelming majority of this year's club are Hoffa slate members or supporters (at least 98 out of 132). Most of the rest are uncommitted or support the Metz-Sever "Waste Your Vote" slate.

Hoffa's key backers top the list. Frank Wsol, a Hoffa kingpin from Chicago Local 710, bagged a whopping $468,407 from members' dues in 1997. Mike "Hollywood" Riley, head of Los Angeles Local 986, was paid $274,527.

All five Hoffa running mates on the General Executive Board took as many multiple salaries as they could. Patrick Flynn carefully maxed out at $225,000, the limit set in the Constitution for International officials. (Wsol and Riley are not International officials, so they get away with raking in more money.)

Reform candidate Tom Leedham did not make the list. Although he heads a local union and serves as Warehouse Division Director, as well as an elected International Vice President, he is paid only one full-time salary.

The trend for those on the Leedham slate is *away* from big or multiple salaries. Division directors Tom Gilmartin and Doug Mims waived multiple salaries for those positions. Several others on the Leedham slate have declined wage increases or lowered their salaries when they assumed office. Three slate members are working Teamsters who receive no union salary at all.

The $100,000 Club explains a lot about why so many officials are backing Hoffa — money, plain and simple. Many are hoping for appointments to even more salaried posts if Hoffa wins.

It also shows how Hoffa's huge campaign war chest is funded. Most Club members have given him tidy sums.

Most of the few officials running on or supporting the Metz-Sever "Waste Your Vote" slate are in the Club. Sever himself made $200,000 last year.

(A comparison of this year's club with salary figures from the past shows that we've made progress thanks to reform victories and Ron Carey's elimination of most multiple salaries at the International level.)

Ten years ago, 61 percent of the club drew a salary from the International. This year, less than 20 percent did.

In 1991, the last year Hoffa's cronies controlled the International, the 191 officials in the club raked in $27.3 million. This year, the 132 club members received $18.3 million, a $9 million decline *without* taking inflation into account.

But our reform work is not over on this issue. Our progress has slowed. For example, the number of people in the club is the same this year as last year.

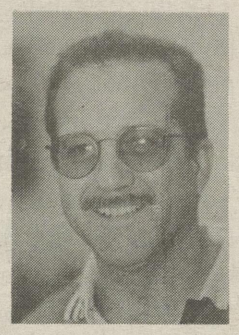
This year marks the first year since TDU began publishing the $100,000 Club that no member of the Hogan family appears, since they were removed from office during a temporary trusteeship of Local 714. Unfortunately, the family business will be up and running again next year since the trusteeship, mishandled by John Metz, resulted in Bobby Hogan regaining control of the local.

A Hoffa victory in the rerun election would be a green light for officials to take more and more outrageous and multiple salaries. Leedham has committed to using our resources to benefit members - not to enrich top officials.

See pages 6-7 for the complete list that no one but TDU dares to print. The $100,000 Club includes elected and appointed Teamster officials, regardless of political affiliation.

The Tom Leedham *Rank & File Power* Campaign continues to gain momentum as Leedham (shown here in St. Louis) and other slate members campaign at Teamster worksites every day.

JOIN TDU



"I joined TDU because I was concerned about my local. The education and information that I received as a member helped me realize that even the best local needs members to get involved.

"I've learned how to get members to take action together and the importance of organizing to deal with problems on the job. I've worked hard to spread these lessons about rank and file power. If you want your local to be more effective, I urge you to join TDU."

Roy Kruchten, Local 705, UPS, Chicago

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (_____) _____ Company _____

❑ City ❑ Road ❑ Dock ❑ Clerical ❑ Warehouse ❑ Construction ❑ Production

other _____

___ $35 one-year membership & subscription to *Convoy Dispatch.*

___ $85 three-year membership fee. ($10 shall be rebated to the local chapter)

___ $20 for spouses, and Teamsters who gross less than $17,000 a year.

___ $20 for retirees. Retired from Local ____ .

Check or money order

Mastercard/Visa # _____ Exp. date ___/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential from employers. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers.

'I'm Asking My Coworkers to Vote for Tom Leedham'

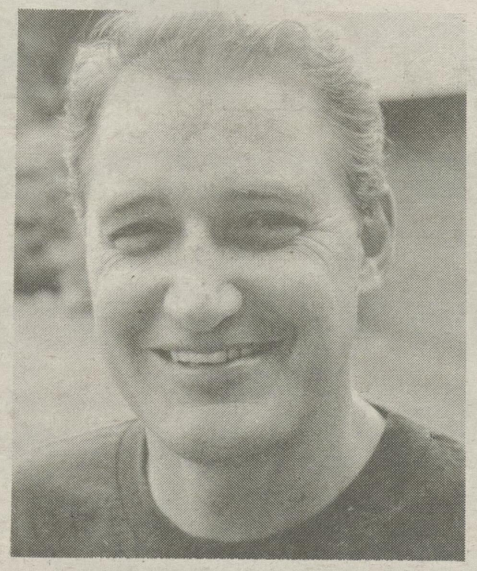
Nancy Youngermann
Local 688, UPS
St. Louis

"Our strike at UPS was a victory because we had information. We were involved. We were united. That kind of rank and file unity is what it's going to take to make UPS honor our contract.

"If Hoffa is elected we would go back to the days of no information, no involvement and no unity. We need a leader like Tom Leedham who is committed to rank and file unity and involvement."

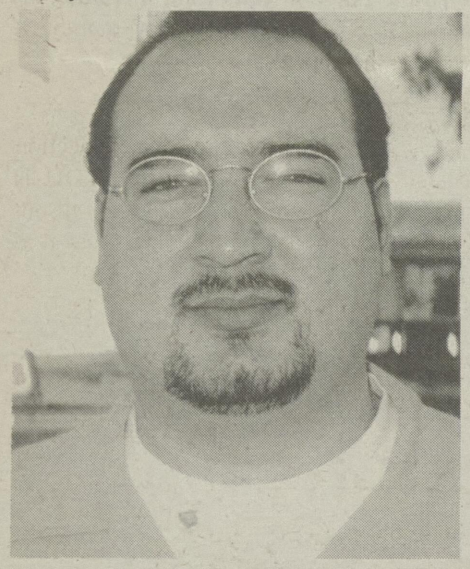
John Bryan
Local 988, Chemical Leaman
Houston

"When the old guard was in charge of our union, local leaders got away with intimidating members. I remember when you were considered a hero if you stood up and asked a question at our local union meetings. I don't want Hoffa to take us back to those days."



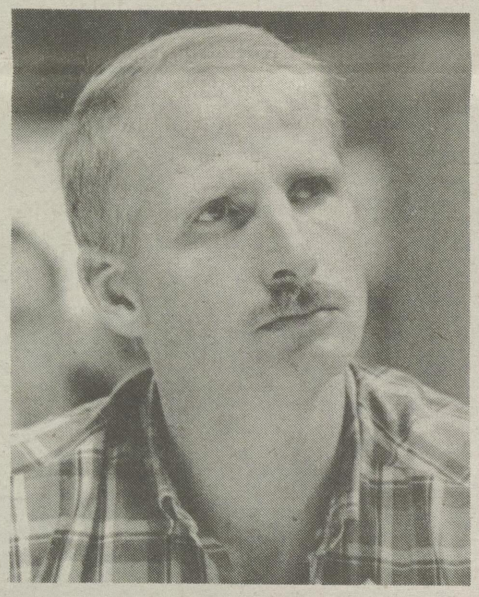
Jim Jacob
Local 251, Red Star Express
Providence, R.I.

"The officials in my local support Hoffa, but the members don't. We're getting more and more anti-Hoffa feedback from the rank and file. they don't want leaders in bed with management. They want rank and file power."



Frank Halstead
Local 572, Ralph's Grocery
Los Angeles

"Tom Leedham was a warehouse worker so he knows what workers like me face every day. He understands that we need strong regional and national contracts that set standards in our industry, and he's got the experience to do the job."



Matt Studd
Local 327, Allied
Nashville

"Our carhaul contract expires next year, so this election is important to us. We need to reach out to members who say 'why bother?' and get them to vote for Tom Leedham. Because if we let Hoffa win, we're playing right into the hands of corporate America. He's their candidate."

Need Campaign Materials?

Call the Tom Leedham Rank & File Power campaign office at 202-547-5810 to order buttons, pole signs, shirts, bumper stickers or leaflets.

TDU International Steering Committee

Co-Chairs:
Dan Campbell, Fort Worth, Texas, Local 767
Joe Fahey, Watsonville, Calif., Local 912
Diana Kilmury, Vancouver, B.C., Local 155
Michael Savwoir, Kansas City, Mo., Local 41

Organizer:
Ken Paff, Detroit

Trustees:
Steve Baudo, Milwaukee Local 344
Bob Blanchet, San Jose, Calif., Local 287
Patricia Franks, Allentown, Pa., Local 773

Members:
Alex Adams, Cleveland Local 407
Gillian Furst, Minneapolis Local 1145
Homer Lambert, Chicago Local 743
Joyce Mims, Atlanta Local 728 spouse
Lucio Reyes, Stockton, Calif., Local 601
Michael Ruscigno, New York Local 802
Willie Smith, Columbus, Ohio Local 413

Alternates:
Dave Staiger, Detroit Local 243
Steve French, Portland, Ore., Local 206
Tom Sheibley, Brockton, Mass., Local 653

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How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters.

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227.
TDU can be contacted by e-mail at: tdudetroit@igc.org
or on the World Wide Web at: http://www.igc.org/tdu/

NY Office: P.O. Box 170131, Brooklyn, N.Y. 11218 (718) 624-7746.

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 1997 for one year. Our Rank & File Convention had over 600 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Las Vegas Enterprises, Health Care Corporations...

Who Funds the Hoffa Campaign?

Who puts the big money into the Hoffa campaign?

Hoffa has repeatedly claimed that his campaign is funded by rank and file Teamsters. But an examination of his Campaign Contribution and Expenditure Reports filed with the Election Officer reveals the truth.

It isn't pretty.

Most of the fat cat officials in the $100,000 Club have poured money into Hoffa's campaign. This says a lot about who he would be accountable to if he wins.

Even more interesting are the many **employers** that back Hoffa.

- So far Hoffa's received over $50,000 from attorneys and corporations owned by attorneys. Some of them are employer lawyers, while others are "investing" in Hoffa in hopes of getting paid back big-time in Teamster dues money. These are the exact same attorneys who have worked for the old guard and against the rank and file for decades. Attorneys for R.V. Durham, T.C. Stone, Jackie Presser, Dan Ligurotis, and mafia figures have all kicked in thousands to Hoffa.
- Numerous health care corporations (industrial health clinics, health management companies, benefits control firms, etc.) have piled in thousands more. Apparently they have reason to believe they would profit if Hoffa got control of our health and welfare funds.
- Several enterprises in Michigan, Las Vegas, and elsewhere forked out big bucks. For example, one "auto sales" company donated $15,000 to Hoffa's campaign. A St. Louis businessman topped that with $30,000. Stock brokers and insurance executives have pitched in, too.

How do these employers get away with trying to take control of our union by pouring money into Hoffa's campaign? Hoffa set up a separate campaign account, called "Legal and Accounting." That loophole means that it's legal for employers to donate to Hoffa in unlimited amounts. You decide if it makes it right.

Metz: More Meltdown

Yet another candidate has left the Metz-Sever "Waste Your Vote" slate, and the main man behind the slate has been virtually exiled.

In August, Ernie Canelli dropped off the Metz slate ... to go into management! Canelli, formerly an employee of Metz, reports that he only joined the slate because he was told his job would be made hellish if he didn't. He then immediately sought a management job.

Meanwhile, the main force behind the slate, John Morris, is completely divorced from it.

Apparently Metz has grabbed control of the slate's *Teamster* magazine pages from Morris, who in the last issue used the pages to attack Hoffa.

Yellow Freight's Subcontracting Scam

Watch out for Yellow Freight. They want to subcontract out local cartage work, claiming that they are are unable to hire enough qualified drivers because of the driver shortage.

As usual, when a company wants to break the contract they start with a local with weak leadership. They have found just such a local in Cleveland Local 407.

Yellow approached the local crying the blues. "The current driver shortage has prevented the company from properly servicing our customers ... Neither the company nor the union can afford to jeopardize the relations with these customers, due to this problem," wrote J. Campbell, Distribution Center Manager.

Local 407 business agents Bob Vibonese and Angelo Musarra went for that bait like a couple of starving carp. First, they tried to give away the recent elimination of 40-and-out just as the ink was drying on the new contract.

They signed the following statement: "The union agrees the Local Cartage employees, Dock/Yard would be paid *straight time* and the affected employee would be entitled to grieve for the overtime rate of pay."

Can you believe they signed that? They were referring to weekly overtime work—giving away the overtime premium. To make matters worse, even rocket scientists like Vibonese and Musarra should realize that fewer employees are going to sign up for city work at straight time than at time-and-a-half. They tried to sign an agreement that would make subcontracting even more prevalent.

Fortunately, when the rank and file got wind of this deal they raised hell. They forced Yellow Freight and Local 407 to put the deal on hold.

But make no mistake about it, Yellow is going to persist in the ridiculous claim that they can't find qualified drivers who want to work at union wages and benefits.

The time to stop this is now and the place is Cleveland.

GEB Votes $2 Million for Election

On Aug. 31 the Teamster General Executive Board passed a resolution allocating up to $2 million to pay part of the cost of Election Officer supervision of the upcoming IBT election. The vote, considered a compromise, may settle the funding problem caused by anti-labor members of Congress.

The $2 million, combined with the $4.017 million allocated by Congress, will provide the EO with $6 million. The government has said it would take about $6.7 million to fund a supervised election.

Who Taught Hoffa to Negotiate?

Hoffa and his backers on the board first tried to have some $8.5 million paid out of members' dues. Then, when the union held out and pressured $4 million out of Congress, Hoffa demanded $4.5 million be paid from dues money. In early August, Hoffa's board members voted to spend $3.5 million on the election. Now it looks like the union will pay only about $2 million. Would you want Hoffa in charge of negotiating for you?

The Teamster board also approved a motion initiated by six members of the Leedham slate to appeal to the U.S. Court of Appeals to order the government to fully fund the election. Others on the board, especially Louis Lacroix of Canada, supported the motion.

Leedham and his running mates put forward a motion calling for the union to appeal and only pay members' money if we lose the appeal.

Election Date Still Not Set

As we go to press, no revised election schedule has been announced. TDU is calling on reform supporters to go all-out in the campaign, with ballots expected to be mailed in November.

Freight Contract Ratified

Central Pa. Teamsters Beat Concession

The final two supplements to the National Master Freight Agreement, the Central Pennsylvania Supplement and the Carolina Automotive Supplement have now been ratified, by wide margins. The 1998-2003 NMFA is now in effect.

Six thousand Teamsters in Central Pennsylvania won a clear victory, beating back a concession. The employers were trying to force freight Teamsters to work the day before and the day after a holiday in order to qualify for holiday pay. The rank and file rejected the supplement twice by votes of over 70 percent.

Rather than respect those votes and get rid of the concession, the national negotiating committee, now controlled by a majority of Hoffa supporters, passed a motion by Hoffa VP Phil Young to override the vote and impose the agreement over the objections of the rank and file.

This caused a firestorm of protest in Central Pennsylvania. Rank and filers circulated petitions, wrote letters, e-mailed and phoned the Freight Division in protest. All eight local unions plus the Pennsylvania Conference wrote letters of protest. And rank and file TDU members and local leaders in Central Pennsylvania worked together with TDU counsel to prepare a lawsuit to prevent implementation of the company proposal.

Realizing they didn't have a legal leg to stand on, the national committee majority backed off and reversed itself. But they did so only after some officials started a whispering campaign unfairly maligning the rank and file as cranky over their pensions and impossible to please.

But once they were forced to back off, and the union went back to the bargaining table, the employers immediately withdrew the offending concession. Central Pennsylvania members then ratified the supplement overwhelmingly, 2,968 to 689, giving the lie to the old-guard whispering campaign against them. The Right to Vote on contract supplements worked.

TEAMSTER REFORM:

What We've Achieved, What Still Needs To Be Done

The most important lesson of the past seven years is that Teamster reform works — but only when it relies on rank and file power to take on corporations, politicians, and old-guard union officials.

Our reform movement has dramatically changed the Teamsters union from what it was before 1992 under the old-guard leadership that supports Hoffa Jr. But we still have a long way to go.

Here's a look at what we've accomplished and what still needs to be done.

Contract Campaigns

Before 1991 (Under Hoffa's Old Guard)

Contracts were negotiated in backrooms without membership input and without building public support.

The International union rarely provided support to help locals win better contracts.

UPS was allowed to shift a majority of jobs to low-wage part-time positions.

The major freight companies were allowed to set up nonunion subsidiaries, and the carhaul companies were starting to do the same.

Top officials shoved contracts down members' throats, even when a majority of the rank and file voted no.

Reforms Since 1991

The International union has shown that rank and file involvement and community support can result in big contract gains.

UPS members won a new contract that provides 10,000 new full-time jobs, a ban on subcontracting, up to 50 percent pension increases, and the largest pay increases ever.

In 1994, freight members stopped companies from shifting to low-wage part-time jobs the way UPS had under past Teamster leaders.

In 1992 and again in 1995, carhaul members stopped companies from shifting to nonunion subsidiaries like the freight companies did in the 1980s.

The International set up a new program to help those local unions that were interested in effective contract campaigns. Thousands of Teamsters have more secure jobs and better pay and benefits as a result of the new "Smart Strategies."

What Needs to Be Done Next

1. Stop Hoffa Jr.'s old guard from blocking rank and file involvement and community outreach. In recent months, we've seen how weak the union can be when old-guard officials block campaigns to involve members and the community in contract fights.

- In the 1998 freight contract negotiations, a bargaining committee dominated by old-guard officials who support Hoffa Jr. prevented a UPS-style contract campaign. The result was a weaker contract than members deserved.
- In the 1998 Anheuser-Busch negotiations, old-guard officials who support Hoffa Jr. ended a rank and file campaign that had gotten management's attention.
- At UPS, Hoffa's old-guard local officials have refused to enforce the new contract, demand that UPS create full-time jobs, and stop subcontracting. The old-guard officials running the International since Ron Carey was removed have done little to make locals do their job.
- The new "Smart Strategies" program to help locals fight for better contracts has been killed under pressure from Hoffa local union officials who don't want to rock the boat with employers.

2. Rank and filers on all negotiating committees. We need members looking over the shoulders of top officials on those committees.

Look at the difference between the 1997 UPS contract campaign — where rank and filers were on the national committee — and the 1998 freight and Anheuser-Busch negotiations, where there weren't any.

3. More national, regional, and company-wide master agreements. The only way to stop corporations from playing one group of workers against another is to work toward master contracts that set standards for everyone in a certain industry or company.

Grievance Reform

Before 1991 (Under Hoffa's Old Guard)

Grievance panels were held at resorts where old-guard officials and corporate executives would spend a few hours making deals to get rid of outspoken reformers — and then spend the rest of the day playing golf.

They watered down already weak agreements by failing to enforce contract language, "horse trading" one member's grievance for another's instead of deciding cases on their merits, and drawing out the procedure to starve members into accepting unfair settlements.

Reforms Since 1991

We won important changes in grievance rights under national contracts, including the right to be considered "innocent until proven guilty," meaning that you are supposed to be kept on the job while your grievance is decided. But the International didn't do enough to shake up the grievance panels.

What Needs to be Done Next

1. Make the process faster. We need strict time limits the companies must follow.

2. Enforce "innocent until proven guilty." Some old-guard locals let companies take people off the job who should be protected while their case is heard.

3. Replace panel members who don't stand up for our rights. Too many old-guard officials still control the panels.

4. Provide training on contract rights for members, stewards, and panel members. Training should include ways to fight for our rights on the job without always waiting for the lengthy grievance process.

Pension and Health Funds

Before 1991: (Under Hoffa's Old Guard)

Benefit funds were often treated like a piggybank for old-guard officials and the mob.

Jimmy Hoffa Sr. put mob boss Allen Dorfman in charge of giving Teamster members' pension money to the Mafia to build casinos in Las Vegas.

His son, Hoffa Jr., then became a personal business partner with Dorfman in a "high-risk loan business."

While members' hard-earned money was being abused, we often couldn't get benefits we deserved.

Reforms Since 1991

Rank and file campaigns for new national contracts led to the highest increases in history in pension contributions from employers to Teamster funds. Many funds now provide good "25-and-out" and "30-and-out" benefits.

Temporary trusteeships led to the recovery of millions of dollars that had been siphoned out of local Teamster pension and health funds.

Rank and file Teamsters filed a lawsuit to recover money embezzled from the Michigan health fund by officials who spent members' money on strip clubs, fancy restaurants, and liquor. Hoffa Junior was an attorney for the fund when the abuse occurred.

The 1996 International Convention passed a new Code of Ethics for pension and health fund trustees.

What Needs to be Done Next

1. Choose benefit fund trustees who are accountable to members. Central States, in particular, is still run by old-guard Hoffa officials who don't put members' interests first.

2. Set up and train watchdog committees of rank and file members to keep track of what benefit fund trustees are doing.

3. Enforce the new Code of Ethics for benefit fund trustees. Little has been done since the 1996 Convention to make old-guard Hoffa local officials work for the members.

4. Get benefit plans, locals, and the International to work together to use their joint buying power to get the best possible benefits for Teamster members.

Members' Democratic Rights

Before 1991 (Under Hoffa's Old Guard)

Many corrupt officials protected their positions by stealing elections from reform challengers. The International union denied all appeals from the rank and file, even when members proved ballot box stuffing.

Violence was used by top officials — especially those based in Michigan and Ohio — against rank and file members. Hoffa Junior represented officials who directed the "BLAST" goon squad to attack Teamsters who spoke out for Teamster reform.

Officials colluded with employers to blacklist outspoken members.

Old guard officials refused to hear proposed amendments to the constitution to give Teamster members the right to vote for top officers. They amended the constitution to make it impossible for local unions to change their own bylaws to allow members to elect business agents.

International union departments and divisions (such as Education, Freight, and UPS) were ordered not to provide materials or information to rank and file members, only to union officers.

To the delight of Teamster employers, contracts could be approved with a "yes" vote by only one-third of the members.

Reforms Since 1991

Years of struggle by TDU members won majority rule on contracts (1988), the right to vote on supplements and riders to contracts (1991), and the right to vote directly on top officers and delegates to the Teamster Convention (1989).

General President Ron Carey routinely directed locals to hold elections for officers by mail ballot. Where those elections were ordered, turnout increased, members' votes were less affected by intimidation, and challengers were more likely to get a fair election.

Election appeals have gotten a fair hearing by a General Executive Board directly elected by members.

To encourage rank and file members to run for union office, language providing a "leave of absence for union office" was negotiated into national contracts in carhaul, freight, and at UPS.

The International union made information and material available to all interested members.

What Needs to Be Done Next

1. Ensure democratic elections for top officers and local union officials. Amend the constitution to guarantee forever members' right to vote for top officers and delegates in impartially-supervised mail ballot elections. Provide for mail-ballot local union elections.

2. Remove the prohibition on elected BAs. Change the constitution to give members the right to amend their own bylaws to provide for elected Business Agents.

Organizing

Before 1991 (Under Hoffa's Old Guard)

Nonunion companies undercut our jobs, wages, and benefits, while some Teamster officials put their friends and relatives on the payroll as "organizers" with no real duties.

The union's sham organizing program — along with it's corrupt image and poor contracts — contributed to a membership decline of 500,000 during the 1980s.

Reforms Since 1991

The International worked with interested locals to recruit and train Teamster members to be volunteer organizers who talk with nonunion employees "worker to worker."

The new approach helped reverse the steady decline in Teamster membership.

We mounted the first successful organizing drive in history at Overnite — the largest nonunion less-than-truckload freight company.

What Needs to be Done Next

1. We need to greatly expand the volunteer organizing program and train thousands of rank and file members to help organize.

2. The power of working people to stand up to corporate greed will not grow unless many more workers are organized — especially workers in key industries where Teamster members work.

3. The entire union should unite to help get Teamster contracts for workers at key companies like Overnite and FedEx.

Political Action

Before 1991 (Under Hoffa's Old Guard)

Old-guard officials who now back Hoffa Jr. gave millions of dollars of members' money to anti-labor politicians — just to try to keep themselves out of jail.

Hoffa Jr.'s business partner, Allen Dorfman, was indicted along with former Teamster president Roy Williams for trying to bribe a U.S. Senator.

Reforms Since 1991

Through rank and file involvement, our union has become a leading voice for working people on issues like the NAFTA trade deal, overtime pay for overtime work, and protecting Social Security now and in the future.

The International has worked with interested locals to organize rallies, petition campaigns, and other rank and file action to put pressure on politicians of all parties.

What Needs to be Done Next

1. Stop handing over money to politicians. Instead of giving them a blank check, we should use our political action money for our own rank and file activities — like demonstrations, phone banks, mailings, and door-to-door canvassing.

2. Strengthen our ties to other citizens' groups. Labor can't do it alone. We need to build alliances with other organizations that also are fighting corporate greed.

Corruption

Before 1991 (Under Hoffa's Old Guard)

Past Teamster presidents Jimmy Hoffa Sr., Frank Fitzsimmons, Roy Williams, and Jackie Presser were controlled by the mob.

Hoffa Sr. escaped conviction for taking employer payoffs only by tampering with the jury, for which he then went to jail.

Old-guard corruption took many forms, including mob ties, payoffs, half-million dollar multiple salaries, and putting relatives on the payroll.

Reforms Since 1991

As a result of reform, more than 75 local unions were put in temporary trusteeship to root out corruption and reestablish democratic control.

In locals where the temporary trustees encouraged rank and file democracy, the trusteeships resulted in major reforms. In other trusteed locals, however, trustees made deals to put old-guard local officials back in power.

What Needs To Be Done Next

The key to fighting corruption is more rank and file democracy.

1. We need temporary trusteeships that educate and involve the rank and file, and don't just set the stage for the same corrupt officials to retake power.

2. We need an Ethical Practices Committee that involves rank and file Teamsters and is accountable to the membership.

3. We need reforms to prevent the kind of serious wrongdoing that took place by top officials of both campaigns in the 1996 International elections.

Union Finances

Before 1991 (Under Hoffa's Old Guard)

Top officials made up to $500,000 a year. International officers paid themselves and 89 people on the International payroll — many of them relatives — over $100,000 per year.

Old-guard Hoffa officials spent more than $600,000 of members' dues on a *single* party at the 1986 convention, and $250,000 on a *single* executive board meeting in Hawaii. They took advantage of outrageous perks like private jet planes and limousines.

International union spending exceeded dues income every year after 1984.

Strike benefits of only $55 per week meant many members were unable to stand up to employers and fight for good contracts.

Reforms Since 1991

The overwhelming majority of multiple salaries paid by the International were eliminated, saving millions every year to use on programs that benefit members.

The U.S. Area Conference regional bureaucracy was eliminated, saving local unions $11 million per year and eliminating 62 multiple salaries.

The International stopped paying extra pensions for local officials — a practice that started behind members' backs under Hoffa Sr.

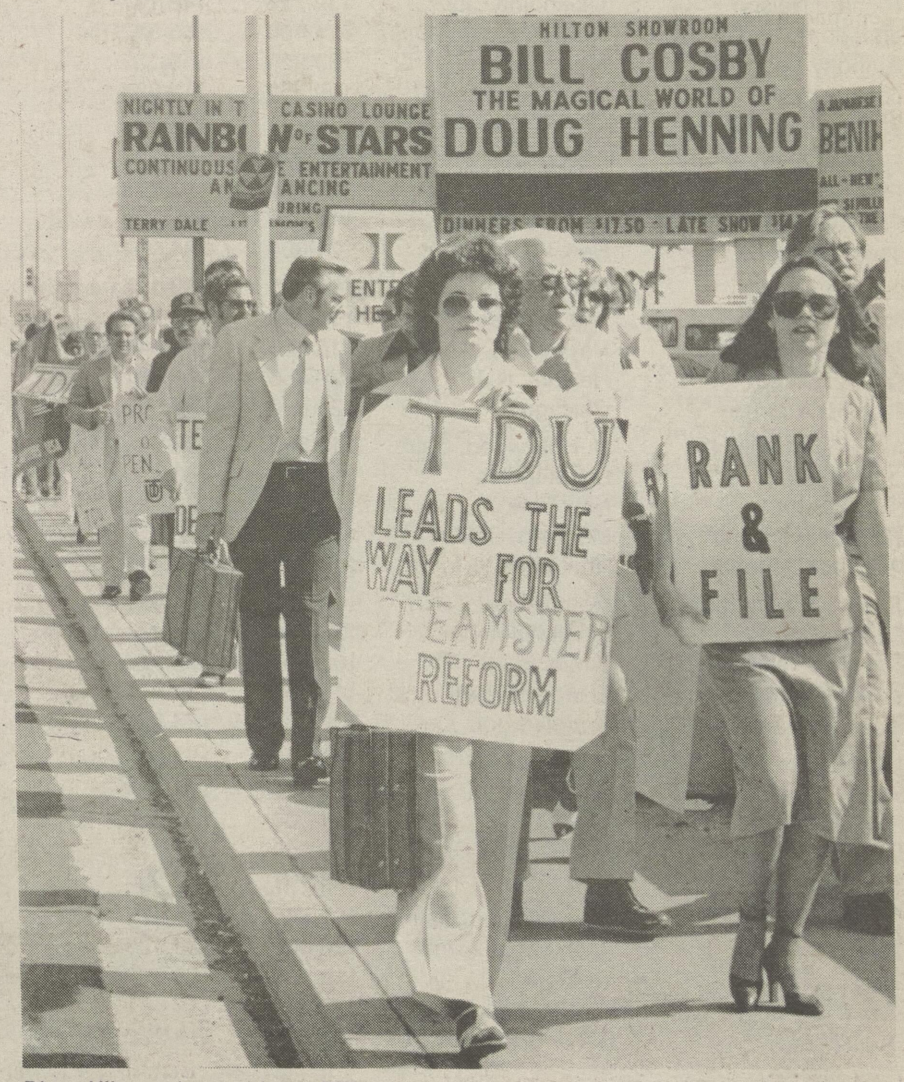
What Needs to be Done Next

1. Bring officers' salaries in line with working Teamsters. We need officials who identify more with the rank and file than with corporate executives.

2. Eliminate multiple salaries and pensions once and for all.

3. Stop old-guard officials' vacations at our expense. Many old-guard local officials spend much of their year going to a variety of "trade division conferences" and "grievance panel meetings" that are little more than all-expenses-paid trips to resorts to play golf with management.

4. Require locals to hold a membership vote on any changes in dues or officers' salaries and benefits.



Diana Kilmury (center) leads TDU members in picketing for the right to vote at the 1981 Teamster convention in Las Vegas.

132 Officials in $100,000 Club

NAME	CITY	SALARY	TOTAL COMP.	AFFILIATES
Frank Wsol	Chicago	468,407	473,069	JC 25, L 710
Michael J. Riley	Los Angeles	274,527	305,671	Intl, JC 42, L 986
John T. Coli	Chicago	233,658	237,300	JC 25, L 727
Patrick W. Flynn	Chicago	225,000	235,670	Intl, L 710
Carroll Haynes[1]	New York	218,630	235,565	Intl, JC 16, L 237
Tom Sever	Jeannette, Pa.	200,000	231,240	Intl
Jack Cox	Los Angeles	208,516	230,451	Intl, JC 92, L 572
Joseph L. Bernstein	Chicago	215,104	220,094	JC 25, L 781
Ed Mireles	Orange, Calif.	193,429	218,262	Intl, JC 92, L 952
Leo Reed	Los Angeles	186,013	207,836	JC 92, L 399
Robert N. Falco, Sr.	Chicago	189,698	204,039	L 710
John Morris	Philadelphia	184,380	202,967	Intl, JC 53, L 115
Michael Coli	Chicago	199,500	200,591	L 727
Steven Gilman	New York	187,736	199,341	L 810
Les Singer	Toledo	185,349	198,756	Intl, Ohio Conf., JC 44, L 20
Edward Doyle	Elmsford, N.Y.	172,289	188,622	L 456
Robert Bernstein	Chicago	179,065	184,394	L 781
Louis Partenza[1]	New York	169,467	183,513	JC 16, L 237
Anthony Rumore	New York	163,800	181,990	JC 16, L 812
George Cashman	Boston	152,861	175,254	Intl, JC 10, L 25
Bernard Doyle	Elmsford, N.Y.	158,171	171,839	L 456
Bruce Presley	Akron, Ohio	157,902	170,099	JC 41, L 497
Walter Lytle	Ft. Wayne, Ind.	159,123	170,046	Intl, Ind. Conf., L 414,
Gerald Derr[2]	Lexington, Ky.	163,277	169,668	Ky.-W.V. Conf., JC 94, L 651
Louis Lacroix[3]	Montreal	165,153	168,482	Intl
Anthony Judge	Chicago	143,965	166,173	JC 25, L 706
Phil Young	Kansas City	160,511	165,832	Intl, Mo-Ks. Conf., JC 56, L 41
David Laughton	Manchester, N.H.	126,692	163,115	Intl, JC 10, L 633
Jon Rabine	Seattle	151,374	160,029	JC 28, L 763
Anthony J. DiGrazia	Chicago	148,720	158,901	L 781
Robert Barnes	Waukegan, Ill.	147,709	158,552	JC 25, L 301
Thomas R. O'Donnell	Lake Success, N.Y.	146,453	158,219	L 817
John T. Metz	St. Louis	133,488	153,520	Intl, JC 13, L 610
Lon Fields, Sr.	Louisville, Ky.	145,838	151,564	Ky.-W.V. Conf., JC 94, L 89
Ronald Carey	New York	135,625	148,553	Intl
James Gualtiere	Los Angeles	141,625	147,849	L 572
Richard Nelson	Oklahoma City	132,726	146,737	Intl, L 886
Joseph A. Padellero	North Andover, Mass.	134,400	146,582	Intl, L 686
Anthony Buonpane	New Haven, Conn.	133,350	145,152	L 443
John Jackson	Collingswood, N.J.	109,385	142,938	JC 53, L 676
Melanio Cuebas, Jr.	New York	123,491	140,156	L 237
Robert Lennox	Pico Rivera, Calif.	129,839	139,276	JC 42, L 495
Raul Lopez	Los Angeles	120,138	137,726	L 396
Fred Gegare	Green Bay, Wisc.	116,615	135,171	Intl, JC 39, L 75
Jack Tarshis	New York, N.Y.	121,000	134,051	L 805
Joseph Valenti	Detroit	109,225	132,125	JC 43, L 214
Randy Cammack	Los Angeles	108,290	131,849	JC 92, L 63
Stephen Mack	Hayward, Calif.	118,568	131,840	JC 7, L 78
Donald DiLeo	Newark, N.J.	120,755	131,407	JC 73, L 408
Richard A. Smith	Chicago	124,800	131,350	L 781
Anthony Cousimano	N. Hollywood, Calif.	111,369	130,584	L 399
John Harren	Los Angeles	114,578	130,334	L 986
Louis Smith	New York	118,337	130,196	JC 16, L 810
Jimmy Hammack	Modesto, Calif.	119,737	128,150	JC 38, L 431
Pasqualle Monaco	New York	114,600	127,414	L 810
Joseph Tramontana	Mountainside, N.J.	119,250	126,499	L 863
Earl Brown, Jr.	Washington, D.C.	122,300	124,873	Intl
Edward P. Polster	St. Louis	107,927	124,822	JC 13, L 6
James Santangelo	El Monte, Calif.	110,133	124,226	JC 42, L 848
Walter Williams	N. Hollywood, Calif.	102,389	123,959	L 399
John Ferrara	Jamaica, N.Y.	118,800	123,202	L 522
Sergio Lopez	Watsonville, Calif.	100,698	122,224	Intl, JC 7, L 912
Thomas Rosano	New York	104,000	121,925	L 812
James McCall	Washington, D.C.	119,941	121,676	Intl
George Torres	New York	108,101	120,985	L 237
Mikele Padovich	N. Hollywood, Calif.	101,645	120,875	L 399
Gerald L. Hood	Anchorage, Alaska	100,000	120,023	L 959
Greg Lucidi	Trenton, N.J.	110,976	119,867	JC 73, L 35
Harold E. Burke	Washington, D.C.	95,000	119,661	Intl
Stuart Mundy	East Providence, R.I.	96,505	119,227	JC 10, L 251

NAME	CITY	SALARY	TOTAL COMP.
Walter Engelbert	Portland, Ore.	103,877	118,343
Charles Gauwitz	Peoria, Ill.	115,102	118,227
Joseph Galli	St. Louis	112,332	117,767
Thomas Custer	Chicago	112,875	117,600
Robert Winstead	Louisville, Ky.	113,238	117,312
Robert Molina	Los Angeles	101,500	117,223
Thomas J. O'Donnell	Lake Success, N.Y.	108,487	117,160
Richard Fraizer	N.Hollywood, Calif.	98,924	116,726
Ralph Torrisi	San Jose, Calif.	107,660	116,555
Val Fiorillo	Mountainside, N.J.	106,000	116,366
Daniel Mariano, Jr.	Mountainside, N.J.	111,300	116,089
Chester Glanton	Chicago	109,251	116,075
Gerard Vezina	West Quincy, Mass.	111,750	115,841
Lawrence McDonald	Washington, D.C.	95,000	115,491
Kenneth Hollowell	Detroit	101,950	115,092
Nicholas Mancuso	New York	102,011	115,089
Anthony Cannestro, Sr.	Miami	107,800	115,035
Terrence Hancock	Chicago	95,850	114,875
Joseph Bennetta	Bridgeport, Conn.	101,500	114,867
James Dawes	Chicago	111,628	114,258
Chuck Mack	Oakland, Calif.	98,350	113,504
William Miley	Worcester, Mass.	101,952	113,096
John Dulczak	Philadelphia	99,524	112,916
Joseph Vitta	New York	96,952	112,761
Jerry Vercruse	Los Angeles	100,571	112,692
Jerry Laird	Sacramento, Calif.	104,518	112,636
L. Doug Mims[4]	Atlanta	95,300	112,059
John Thomas	Chicago	102,634	111,251
Mark Muller	Chester, Pa.	100,546	111,122
Robert Morales	San Francisco	99,592	110,963
Donna Santoro	New York	100,436	110,844
John Russo	New York	96,952	109,473
Paul Houck	New Castle, De.	95,451	108,642
Joe Lesmaster	Forest Hill, Texas	98,785	108,591
Frank A. Scarpinato[1]	New York	96,001	108,405
David Duncan	Springfield, Mass.	100,852	108,194
C. Coleman Davis	Tulsa, Ok.	97,434	108,147
Richard Hendershot[1]	New York	96,455	108,111
Robert Myers	Louisville, Ky.	105,038	107,890
Kurt Larsen	Los Angeles	96,471	107,703
John Santamaria	Stratford, Conn.	103,157	107,145
Timothy R. Lehman	Chester, Pa.	95,492	106,932
Lawrence Brennan	Detroit	100,023	106,561
Gary Tiboni	Cleveland	95,900	106,267
Frank Busalacchi	Milwaukee	99,764	106,136
Alphonse Rispoli, Jr.	Mountainside, N.J.	97,245	106,133
William Woldman	Chicago	96,969	105,869
James L. Bosley	Washington, D.C.	99,160	105,218
Robert Dubian[2]	South Windsor, Conn.	96,117	105,178
Joel Sosinsky	New York	96,407	105,178
Dennis Weinert	Dayton, Ohio	101,306	105,061
Fred Zuckerman	Louisville, Ky.	97,737	104,969
John Barnes	Union, N.J.	95,665	104,831
Jerry Putnam	Ft. Worth, Texas	100,726	104,793
John Williams	Seattle	102,493	104,367
Ed Kornegay, Jr.	Washington, D.C.	95,412	104,060
Jerry Vincent	Louisville, Ky.	97,400	103,544
Rich Schildknecht	St. Louis	100,785	103,151
Joseph Byers	Bronx, N.Y.	98,709	102,829
Charles Cimino, Jr.	Cleveland	100,723	101,886
Howard Redmond	New York, N.Y.	95,785	101,226
Scott Wilkins	Louisville, Ky.	97,737	100,701

This chart includes Teamster officials and staff who received total compensation of $100,000 or more and whose salaries were at least $95,000 in 1997.

This information was compiled and analyzed from hundreds of LM-2, LM-3, and IRS 990 reports. Total compensation includes salaries, bonuses, and other expenses from affiliates, but does not reflect other income such as pensions, free cars, etc.

Key: Intl = International Union; JC = Joint Council; L = Local Union

LM-2 reports for individual lo
(Free to members; others, pl

Footnotes:

1. Local union figure for 1996
2. Salary figure includes acc
officer. Actual salary much lo
3. Salary in Canadian dollars
be considerably lower.
4. Salary of $5,300 from loca
scholarship fund for children

ub

AL P.	AFFILIATES
43	JC 37, L 670
27	JC 65, L 627
67	JC 13, L 688
00	JC 25, L 673
12	Ky.-W.V. Conf., JC 94, L 89
23	L 63
60	L 817
26	L 399
55	JC 7, L 296
66	L 863
89	L 863
75	L 743
41	L 494
91	Intl
92	JC 43, L 247
89	L 237
35	L 769
75	L 731
67	L 191
58	JC 25, L 710
04	JC 7, L 70
96	L 170
16	L 837
61	L 812
92	JC 42, L 630
36	JC 38, L 857
59	Intl, L 728
51	JC 25, L 754
22	L 312
63	JC 7, L 350
44	L 810
73	L 812
42	L 326
91	JC 80, L 767
05	L 237
94	JC 10, L 404
47	L 523
11	L 237
90	JC 94, L 89
03	L 630
45	L 1150
32	L 312
61	JC 43, L 337
67	L 436
36	JC 39, L 200
33	JC 73, L 863
69	L 731
18	Intl
78	L 559
78	L 237
61	Ohio Conf., JC 41, L 957
69	L 89
31	JC 73, L 641
93	JC 80, L 997
67	JC 28, L 117
60	Intl, L 922
44	Ky.-W.V. Conf., JC 94, L 783
51	Mo.-Ks. Conf., L 688
29	JC 16, L 202
86	Ohio Conf., JC 41, L 400
26	L 804
01	L 89

individual locals are available from TDU.
rs; others, please include a donation).

gure for 1996.
includes accrued vacation time of retired
lary much lower.
adian dollars. In U.S. dollars, figure would
lower.
00 from local union is entirely donated to a
for children of Teamster members.

Are Officers' Salaries Too High in *Your* Local?

Here's How You Can Organize for Change

Does the $100,000 Club upset you? Then *do something* about it!

Some local officials are listed in these pages year after year. Others are appearing for the first time. Some officials — maybe yours — don't quite make it into the club, but their pay is out of line.

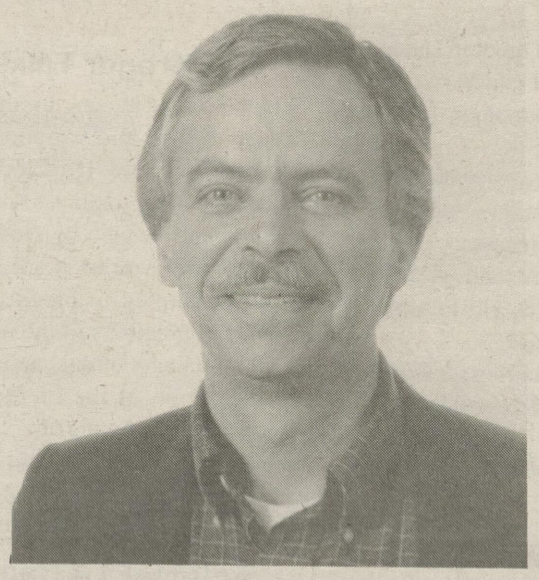
There are three ways you can help make changes to bring down their salaries and put your dues money to work for members.

1. Organize for change on a national level. Delegates to the Teamster Convention can pass amendments to limit officials' salaries and perks. TDU has proposed this reform at four consecutive IBT Conventions.

2. Vote the fat cats out of office. Reformers can organize a slate to elect reform officials and reduce salaries when you take office.

3. Pass local union bylaw reforms to make officer salaries accountable to members and cut the fat in your local's budget.

TDU has worked with Teamster members around the country who decide to run for Convention delegate or for local union office. For more information about how you can run to win these elections, contact TDU.



I'll Be There

Tom Gilmartin
Eastern Region Vice President
Candidate on the Rank & File Power Slate

I'll be at the TDU Convention to help chart a course for the future of reform in our union. If Hoffa is elected, the $100,000 Club will need another whole page.

The Tom Leedham Rank & File Power slate has pledged to take no multiple salaries, to cut outrageous salaries, and to put the money to work on membership programs that build rank and file power.

Join me at the most important gathering for reform-minded Teamsters this year. See you in Milwaukee.

Bylaw Campaigns

Local union bylaws are the rules that, along with the International Union Constitution, govern all operations of your local union. (Your local must provide you with a copy upon request.)

Here are a few examples of ways you can eliminate outrageous salaries and perks by changing your local bylaws.

- **Require that officers' salaries be subject to membership approval.** Several reform locals have instituted this change including Seattle Local 174.
- **Tie officers' salaries, pay increases, pension contribution rates, or benefits to what members' receive in their contracts.** In some locals, officer and/or business agent salaries are set at the equivalent of 60 and 50 straight-time hours under the National Master Freight Agreement.
- **Institute salary caps for all full-time positions.** In St. Louis Local 682, members passed, by mail-in ballot, an amendment to cap principal officer's salary at $65,000 and business agents' at $48,000. There are no increases without membership approval.
- **Limit perks for officials.** In Nashville Local 327, any unused vacation time must be paid out at the end of the year to keep officials from accruing huge amounts of vacation time that they must be paid for when they get voted out of office, retire, or quit.

Bylaws can also prohibit extra pensions, severance plans, or gifts of cars upon an officer's retirement. In Syracuse Local 317, members passed an amendment that prohibits gifts of local union vehicles and limits departing officers to two weeks severance pay.

The Rules

Reforming your bylaws can be difficult because, in almost all locals, changes require a two-thirds vote of the membership.

But even unsuccessful campaigns can shed light on outrageous salaries and perks, get members united on reform issues, and help lay the groundwork for a local union election campaign.

Most local unions allow bylaw amendments to be introduced only once a year, in January. (Check your bylaws to be sure.)

Proposed amendments are submitted in writing, and they need the support (in the form of a signature) of a certain number of members (often seven).

The proposed amendment usually is read into the record at three consecutive monthly meetings before being voted upon. You can try to pass a motion for a secret ballot vote if your local bylaws don't require one.

How You Can Win

Successful bylaw campaigns involve a group of active Teamster members who are willing to speak out.

Here are some tips for getting organized:

Start early. Circulate a petition endorsing your amendment in the months leading up to the proposal meeting.

Build a list of supporters. Get phone numbers of key contacts in all of your local's workplaces who will talk with their coworkers about the issue and turn people out to vote for the amendment at your membership meeting.

Distribute fliers explaining the issue. Highlight officials' salaries. Show how much dues money the local would save if this amendment passed.

Pass out copies of *Convoy Dispatch's* $100,000 Club if your officials made the list.

Prepare for meetings. Meet *before* the monthly membership meeting to line up a few members to speak on the issue. Write down what you'll say in advance.

Plan for opposition. Old guard officers may try to confuse the issue by raising red herrings, reading dozens of housecleaning amendments for half an hour to bore members, claim your amendment violates the IBT Constitution, propose their own gutted version of your amendment and more. Don't get drawn into their trap. Stick to your message.

Phone all your contacts before the vote. Remind them of the time, date, and place and get their commitment to turn specific numbers of people out to the meeting.

Reduce intimidation. Try to pass a motion for a secret ballot vote.

Take credit for changes. If you win the bylaw vote, put out a flier to spread the news right away. If officers change their ways in response to your campaign, explain that, too.

Build on Your Campaign

In 1992, rank and file members in Jacksonville, Fla., Local 512 organized a successful campaign to pass bylaw amendments requiring member approval of salaries as well as limits on severance pay to outgoing officers. The following year, they came back and passed a bylaw amendment by a four-to-one margin requiring mail ballot elections for local officers.

That success snowballed into a resounding reform victory in the local election later that year by carhauler Ronnie Greene and his slate. After taking office, Greene set the tone by reducing his own yearly salary by $10,000.

TDU Can Help

For information on how you can organize a bylaw campaign, contact TDU at 313-842-2600.

Many suggestions for democratic changes can be found in the publication, "Proposed Model Local Union By-Laws" issued by former General President Ron Carey in 1992. This publication is available from TDU, P.O. Box 10128, Detroit, Mich. 48210. It is free to TDU members; others please include a donation.

Moves to Stop Contract Campaigns Show What Hoffa Would Do

Changes at the International union since Ron Carey was forced out of office last November show what the union would be like if Junior Hoffa wins the presidency.

Over the years, Carey had gained the support not only of rank and file reformers but also of some old-guard Teamster officials.

But after Carey was removed, most old-guard officials who'd supported him moved to dump his reform program.

Many are now supporting Junior Hoffa. A few have formed the Metz-Sever Slate, whose only purpose seems to be to try to siphon away votes from the Tom Leedham "Rank & File Power" ticket.

In the past few months, old-guard supporters of the Hoffa and Metz-Sever slates have worked together to stop the involvement of rank and file Teamsters in fighting for better contracts and better laws.

This is the "unity" that Junior Hoffa is always talking about — unity of old-guard officials against rank and file power.

They are showing what the union would be like if the Hoffa and Metz-Sever slates defeat Tom Leedham:

Freight Contract Campaign Killed

Carey had planned a rank and file contract campaign for the 1998 freight contract like the one UPS members were involved in last year. It would have included rallies, sticker days, outreach to the community, and other actions to pressure the carriers for a good contract.

Once Carey was gone, Hoffa VPs like Phil Young and Les Singer took over the majority of the negotiating committee. Unlike at UPS, no rank and filers were allowed on the bargaining committee. Eventually, committee members like Randy Cammack and national freight director Richard Nelson openly joined the Hoffa camp.

Together, they shut down the contract campaign.

Some bargaining committee members worked hard for a good contract, but the old guard refused. As a result, the contract was less than members deserved.

When members in several areas rejected their supplements, the Hoffa-controlled negotiating committee voted to shove those supplements down members' throats.

It took action by TDU members to force the national committee to let them fight concessions in their supplements.

The committee has completely stopped sending members *Freight Bulletins* with updates about contract ratification, contract enforcement, how to help with the Overnite organizing campaign, or any other topic. There is no contract enforcement program, either.

This is what the union will be like if Junior Hoffa wins.

UPS Contract Enforcement Campaign Killed

After the UPS contract was settled, the International prepared an enforcement guide for stewards and members as part of a campaign to make UPS deliver full-time jobs, stop subcontracting, and respect workers' rights on the job.

The campaign was supposed to be spearheaded by the International union's Field Services Department, headed by long-time Teamster Dave Eckstein.

If locals failed to enforce the new contract, Eckstein's department was supposed to work directly with members to put pressure on UPS management.

But at a meeting of the International General Executive Board in January, Hoffa running mate Phil Young demanded that General Secretary-Treasurer Tom Sever shut down the Field Services Department because it was "interfering" with old-guard local union leaders.

Sever, who had been an old-guard local leader himself and who had never followed Carey's example by cutting his $200,000 per year salary, promised Young that he would consider closing Field Services down.

While pressure from TDU and other rank and filers forced the International to organize a day of protests on July 31, there has been little other action, before or since, to enforce the new contract.

Hoffa's representative Phil Young met privately with UPS's chief labor negotiator. Just days later, the company announced that it would not create the new full-time positions that Teamster members won last year.

Anheuser-Busch Contract Campaign Killed

Under Ron Carey, Brewery Division Director Dave Laughton was forced to allow Eckstein's Field Services Department to organize a rank and file campaign for a new contract at Anheuser-Busch breweries.

Coordinators in each local worked to organize a "member-to-member network" to build unity, get community support, and prepare for action if necessary.

But with Carey no longer looking over their shoulders, Laughton and some of the locals led by Hoffa supporters shut down the rank and file campaign.

Sever then issued a directive to local unions, telling them Eckstein was no longer in charge of coordinating a contract campaign.

The company no longer fears rank and file power and is insisting on a takeaway contract.

Carhaul Contract Campaign Killed

New Carhaul Director Doug Webber made plans for a rank and file campaign for a new contract.

Webber planned to appoint rank and file carhaulers to the negotiating team, along with experienced officers, and to set up a rank and file communications system with help from Field Services.

But without informing Webber, Sever appointed a negotiating team of old-guard officials, including Hoffa running mate Walt Lytle, and Tyson Johnson, who last year was suspended from our union for corruption. Sever also announced that Field Services would not coordinate a rank and file contract campaign.

Interfering With Contract Campaigns Ruled Illegal

Election Officer Michael Cherkasky ruled on Aug. 14 that General Secretary-Treasurer Tom Sever acted illegally when he interfered with "ongoing contract campaigns" led by Teamsters Warehouse Director Tom Leedham, Field Services Director Dave Eckstein, and Carhaul Director Doug Webber.

Sever's defense was that he was just complying with a request from Hoffa running mate Phil Young at a January meeting of the General Executive Board to shut down all rank and file contract campaigns.

But the Election Officer found that Sever violated the election rules by interfering with official union business being done by Leedham, Eckstein, and Webber — all of whom are candidates on the Tom Leedham "Rank & File Power" Slate.

Northwest Airlines Contract Campaign Challenged

After electing local reform leaders, Local 2000, which represents 11,000 Northwest Airlines flight attendants, began a rank and file campaign for a new contract with help from Eckstein's Field Services Department.

In late July, Sever ordered Eckstein to stop providing that help, but had to back down when Local 2000 leaders protested.

Kroger Talks Blocked

When Kroger began to threaten the jobs of 4,000 Teamster drivers and warehouse workers with subcontracting, Warehouse Director Tom Leedham arranged early contract negotiations to press for job protections.

Some locals headed by Hoffa officials resisted getting their members involved in a fight for jobs.

Sever attempted to block Leedham from appointing rank and file members to the negotiating committee, tried to cancel the negotiations, and then tried to interfere with the participation of the Field Services Department in a Kroger contract campaign.

Kroger saw this green light from the old guard, moved ahead with subcontracting and refused to protect Teamster jobs at two warehouses that have been sold.

Anti-NAFTA Campaigns Killed

In 1995, the International led a successful rank and file campaign to stop Bill Clinton and Newt Gingrich from putting in place the trucking part of the NAFTA trade deal.

In 1997, the International led another successful rank and file campaign to stop Clinton and Gingrich from winning "fast track" authority to expand NAFTA to other countries without any protection for working people.

Now, Gingrich is bringing "fast track" to another vote, and Clinton is planning to put the trucking part of NAFTA in place after the November federal elections.

But the International union, led by Sever, and most local unions led by Hoffa officials are conducting no rank and file campaign at all to fight back.

This is the future of our union if the Hoffa "Old-Guard Unity Slate" wins.

I'll Be There

David Dethrow

Local 688, UPS steward, St. Louis

We've seen what Hoffa-controlled negotiating committees produce in freight and at Anheuser Busch. They have the same old-guard attitude to the members — send us your proposals and stay out of the way. Or you'll vote until you get it right.

We've got to work together to put the old guard behind us. If you care about your future and your family's future, you'll consider attending the TDU Rank & File Convention in Milwaukee.

Nov. 6-8 ★ TDU Rank & File Convention ★ Be There!

Fighting for Reform, Making Things Happen

Be a part of the action to set the course for the future of the Teamsters. Come learn to fight for better contracts, to reform our locals, and to enforce our rights. Strategize and develop plans to keep moving forward with the reforms that are making our union stronger.

Education for Action. Learn from experienced activists, educators and attorneys about how to get members involved and build a strong union. Choose from over 20 workshops and meetings.

Network with Activists in Your Industry. Building rank and file networks within our industries and companies is a top priority. Organize from coast to coast with other activists to take on the issues in 1999. Coordinated action and communication will beat the bosses and that starts with making the connections at the TDU Convention.

IBT Election and Beyond. The TDU Convention comes at a crucial time in the election. The Tom Leedham campaign will organize its final push to get out the vote. Materials will be distributed to maximize our final push to victory and we'll discuss plans for our future.

Tom Leedham will address the convention at the Saturday evening banquet and you can meet slate members throughout the weekend.

Register Now, Get New TDU Hat

New TDU hats will be available at the convention. And if you are one of the first 50 paid registrations, you'll get one free.

Convention Information

All convention events will take place in the Hyatt Regency Milwaukee, 333 Kilbourn Ave., Milwaukee. Use the form at right to reserve rooms at our special group rate.

The convention will open on Friday, Nov. 6, at 12:30 p.m. and end Sunday at 3 p.m.

Airport Transportation

Limousine Services runs shuttle vans from the airport to downtown hotels, including the Hyatt, every 20 minutes between 7:40 a.m. and 11:40 p.m. Cost is $8.50 per person, one way. Go to Limousine Services booth in the baggage claim area.

Cabs to downtown average about $15.

Driving Directions

From the South or East (Chicago)

Downtown: Edens Expy. North, follow signs to I-94 North Milwaukee to 43 North. Exit Civic Center/Kilbourn tunnel. Hotel is three blocks ahead on right.

Westside: 294 North to I-94 North, exit Civic Center/ Kilbourn tunnel. Hotel is three blocks ahead on right.

From the West (Madison)

94 East to 794 exit Plankinton Rd. (left). Go five blocks to Kilbourn, turn left, and go two blocks. Hotel is on left.

Parking

Hotel parking in attached garage is $9 overnight for hotel guests. Nearby lots average $4 to $6.

Discount Airfares on Midwest Express

Midwest Express will give TDU Convention attendees a six percent discount on all fares, including sale fares.

Our convention file number is C559. Travel agents and attendees must use this file number when making reservations. Call 800-452-2022 for Midwest Express reservations.

TDU Rank & File Convention, Nov. 6-8

REGISTER NOW!

Postmark your registration no later than Oct. 16 and receive $10 discount ($5 for one day). See below for travel discounts that may also apply.

CONVENTION REGISTRATION

Includes cost of all convention materials, meeting space, coffee breaks, meals and Saturday banquet and program.

HOUSING

Reserve rooms through TDU at special group rate. All rooms $80 per night (tax included), for one or two people. If sharing cost of room, please indicate other party.

MEMBERSHIP

If not a member of TDU, join today. Includes subscription to *Convoy Dispatch*.

DISCOUNTS

Early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50% deposit to receive early registration discount.

CREDIT CARD PAYMENT

Visa/MC #_____

Exp. date _____/_____

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.

Name_____ Local_____

Address_____

City_____ State_____ Zip_____

Phone (____)_____ Company_____

If registering for others please include same info.

	# of people
Fri., Sat. & Sun.	$160 x _____
Sat. & Sun.	125 x _____
Sat. only	100 x _____

Total Registration Cost = _____

____ single room

____ double room with _____

❑ Thurs. ❑ Fri. ❑ Sat. ❑ Sun.

# of nights x $80 = Housing Cost = _____

❑ $35 - one-year membership

❑ $85 - three-year membership

❑ $20 - spouses, retirees and Teamsters grossing under $17,000

Membership Cost = _____

TOTAL COST = _____

____ $10 if postmarked by Oct. 16 ($5 if one day)

____ $10 travel over 500 miles one way

____ $20 travel over 800 miles one way

Total Discount = _____

Cost minus discounts = _____

AMOUNT ENCLOSED = _____

BALANCE DUE = _____

Return to: TDU, Box 10128, Detroit, Mich. 48210

Teamster Women on Reform — The Gains, The Stakes

We asked Teamster women: What are the gains since reforms in the union? What are the stakes for women in the International officers election?

They told us more women have become active on the shop floor and in fighting for better contracts. Women have taken on leadership roles where they were never listened to before. And, women are involved in shaping the direction of their locals. They say there's more to do to improve the lives of women in the Teamsters.

"The Teamsters on the whole need to pay more attention to women. Hoffa's slate has a token woman, a token Black. If Hoffa wins, there's not much hope for women. It would be back to the good old boys."

—Bernice Harris, Local 819

Gillian Furst
Local 1145, Honeywell
IBT Ethical Practices Committee

It's clear women are fighting back more, because we have seen what's possible since reforms. In the 1998 Honeywell strike, rank and file women Teamsters played a central role in opposing a concessionary contract. We were also extremely active on the picket lines and were key leaders of two strike rallies.

We got no help from our local. They're old guard and don't care what's happening with us in the shop. It's really hard to organize when your local is so in bed with management that it runs discipline for the company.

It's going to take a lot to root out this corruption from our union — especially where women are working for low wages. A bad local assumes we'll just take it. We must support a reform agenda for our union and keep Hoffa and all these backward, do-nothing officials from standing in the way of the members.

Bernice Harris
Local 819 Vice President
Wyckoff Hghts. Medical Center

Before our local was put into trusteeship by the International, we were in the dark. Medical bills weren't being paid; there were no elections. Frankly, they kept shops so isolated from one another we didn't know there were other shops. It was run by a family, the father and the brothers. There were no women on the executive board. Their attitude was "this is the way I want it and this is the way it's going to be."

We forced them to pay more attention to women. Now the executive board is half women, one in a top office. People have more of a voice. If there's going to be a major change in anything affecting the union, it's brought to the members and voted on.

We're trying to find ways to unite the people who got disillusioned by the previous administration. We're getting people involved, like having rank and file members decide which cases should go to arbitration, because it's their money we'd be spending.

"The men in the machine shop are telling me, 'I know that when you are fighting for the women, you're fighting for us too.' "

—Sue Levinson, Local 200

Sue Levinson
Local 200, Steward, Vel-Vac

Our leadership complains that women don't come to meetings, but they won't address why. I look up at the executive board and they're all men. At meetings, they don't discuss the issues we face at smaller shops, and they don't consider that we have mostly single mothers who have childcare issues.

Our people didn't support a recent dues increase because we aren't seeing any representation for the dues we're giving now. After 20 years, I don't even make $11 an hour — imagine what the younger girls are making and why they don't want to give that dollar. The union is going to have to start listening to us "little" people. The men in the machine shop are telling me, "I know that when you are fighting for the women, you're fighting for us too."

People are fired up for this election. John McCormick from the Leedham Slate took time to come to our little shop. Women thanked me afterwards for bringing him there. For the first time in years I've heard people say, "I'm not wasting my vote." We'll have at least 100 of our 140 workers voting for the Tom Leedham Slate.

Donna Yeo
Local 639
UPS part-time air driver

Women were on the front lines of the UPS strike. With reforms, it's no longer a union where women take a back seat to the men. At last women are contributing, and our ideas are being welcomed. As women take stronger roles in the future, issues like the need for daycare facilities will be addressed by the union and not seen merely as "women's issues."

It would really be sad to see women being stonewalled and taken back 20 years if Hoffa were to win. People are talking about the election out here and waking up to what's at stake. Everyone is against Hoffa.

Cheryl Sharkey
Local 58, UPS driver

We can't go back to the days of being uninformed and under-represented. Before reformers got in office in our International, we never won a grievance. Now, because there is more information getting down to the members, there's more pressure on the committees to really represent people. We didn't get information before, like the contract updates and all that's in the magazine. It was all about the good old boys and their parties.

I've worked at UPS for 23 years as a driver. We've gotten more of a response from the company since the reform leadership has encouraged members to take a stand. Before Carey got in, the union laughed at the idea of a lawsuit on unpaid lunches. UPS was altering our time cards to show we took lunch breaks when we didn't. We finally won, I believe, because the International was fighting for us. There's so much more to be done.

"I don't know if other women have gotten more involved in the union since reforms, but I definitely became a leader only because of the reform movement."

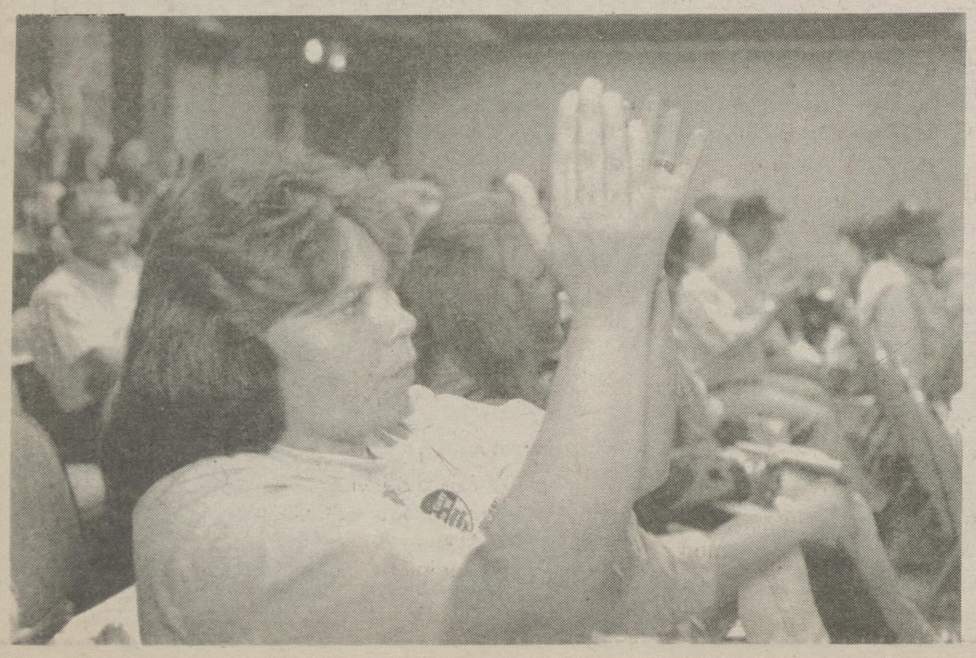
—Kathleen Henry, Local 730

Kathleen Henry
Local 730 Secretary-Treasurer

I don't know if other women have gotten more involved in the union since reforms, but I definitely became a leader only because of the reform movement. I got the information on how to run for office from TDU. Without information, you can't do anything. I'd been told "there's no way a woman would get elected." But after 17 years in the warehouse, I knew there were many women out there who would support me.

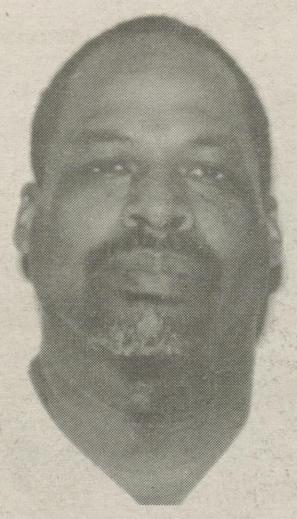
It is important for women and other under-represented groups to be active. You get a different perspective and it enriches the union. It allows us to organize on a much stronger basis. You can't reach out to organize women if you don't have women involved in the union.

If women don't vote for the reformers in this election, we'll take a huge leap backwards. The old guard does not have us on their agenda. But we're here and we're not going away.



What Do You Think?

Call us with your stories about the value of reforms for women in the Teamsters and what you expect from the next leadership. Or send us a letter to put in *Convoy Dispatch.*



I'll Be There

Marshall Brown
Local 730 Business Agent
Washington, D.C.

We elected new leadership in our local last year, won a contract with our largest employer, Giant Foods, with excellent job security language, and are on the road to rebuilding the strength of our local. Through it all we've had the support of Tom Leedham and the Warehouse Division.

I'll be at the TDU Convention to see Leedham and to help keep reform growing in our union. Join me there in November.

UPS Profits Up 42%

UPS profits for the first half of 1998 skyrocketed by 42.6 percent from $568 million in 1997 to $810 million through June 30. Income was bolstered by a hefty profit of $458 million in the second quarter, up from $340 million last year.

Just five years ago, in 1993, $810 million was a year's worth of profit. Revenue for the first half of 1998 only rose four percent from $11.51 billion to $11.97 billion.

How did modest revenue growth lead to so much more profit? UPS investments in international operations are finally paying off and turning a profit. And UPS is squeezing more out of their domestic operations. That means you, the hardworking UPS employees!

Our contract language demanding the creation of more good full-time jobs is reasonable in light of profit growth. Evidence that UPS has been "permanently damaged" by our strike is scarce.

Will UPS break $2 billion? If the trend of profit growth continues, that milestone could be possible.

How High Will Your Dues Go?

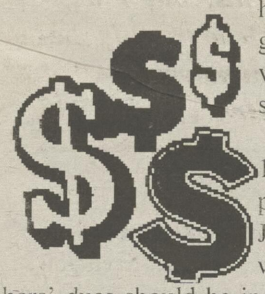
Hoffa Has A Secret Plan To Take Your Money

Tom Leedham has guaranteed that if he is elected, there will be no increase in dues by the International union without a membership vote.

In 1996, Junior Hoffa ran on the "No Dues Increase" slate. Now he has quietly dropped that promise from his materials.

The reason?

If Hoffa wins the election, his backers want him to call a special convention to hike dues without giving members a voice in the decision.



On Feb. 14, 1998, Hoffa campaign coordinator Jerry Halberg wrote that members' dues should be increased from two times their hourly wage to two-and-a-half times their hourly wage — and that $10 more per member per month should go to the International union.

How will Junior Hoffa spend your money? To pay for multiple salaries, multiple pensions, and perks for top officers.

Tom Leedham
Rank & File Power
Campaign

Fundraiser and Pool Party

Sunday, Sept. 13
2 p.m. - 8 p.m.
Hyattsville, Md.
Call 301-927-2216
for information.

Frito-Lay's Drive for Throw-away Jobs

Wisconsin Contract Shows We Need National Unity

Yet another group of Frito-Lay workers have taken a stand for a decent contract, only to have Frito toss peanuts at them. A note from a Local 344 member tells the story:

"We didn't get what we wanted. Neither did they. All routes got a $10 per week raise in base pay. That means that the traditional routes make $320 and seven percent, average route: $6,200; and merchandiser routes get $185 and three percent, average route: $13,000. Swing drivers get $185 and one percent of both routes; extras get $460 per week.

"Frito didn't get language for the pre-pick traditional route, which would have paid $310 and five percent, average route: $7,000, but they did get in the bulk 24 language. Although without the pre-pick traditional routes I don't think they will build a new facility, so won't put any bulk 24 routes on."

This brother's final word, sadly, puts the problem of Frito-Lay in perspective: "On a brighter note, I quit the company. Couldn't take much more of Frito-Lay."

Like so many other companies today, Frito prefers low morale and high employee turnover to experienced, dedicated employees. National unity is the only way to turn the tide on this throw-away jobs syndrome.

Chuck Mack Leaves Strikers in the Lurch

Why Was Bay Area Garbage Strike Lost?

For 22 days in August, 180 Local 315 Teamsters in the San Francisco Bay area battled Browning Ferris Industries (BFI), a giant trash-hauling company. The Teamsters went on strike for a contract with reasonable limits on overtime. Forced to constantly work 12 and 14-hour days, the members have little time to share with their families.

The striking garbage workers should have been able to count on the support of the 50,000 Teamsters of Joint Council 7, led by Chuck Mack. Would the BFI Teamsters have won with that support? We will never know. Mack and the Joint Council left the strikers isolated against the company and their professional strike breakers.

Why didn't Mack lead Bay Area Teamsters in support of the strikers? Why didn't he call on all organized labor for support? Why didn't Mack mobilize public support for the strike, like our International union did in the 1997 UPS strike?

Why did the Joint Council 7 executive board (which includes Mack, his brother, and his brother-in-law) vote to deny the strikers the right to extend their picket lines to other Bay Area BFI work sites?

Why did Mack, principal officer of Local 70, keep his BFI members on the job, even though their contract had expired?

Why did Local 70 officials order BFI drivers to cross picket lines at the dump?

Why did Local 70 officials threaten to call the cops on BFI strikers if they didn't get off Local 70 property?

The striking BFI Teamsters deserved to be backed up, but were left in the lurch. They didn't get a nickel's worth of help from Mack's Joint Council.

Now Mack is seeking higher office and more pay as an International Vice President on the Hoffa slate.

Some Teamsters think Mack's conduct proves he is not interested in taking on corporate greed and creating better lives for Teamster families. They say Mack and the Hoffa gang want to take us back to the days when the union was a country club for officials who made back room deals with the employers. What do you think?

TDU Meets

Chicago Area Regional Conference
(note date change)
Sunday, Sept. 27
9 a.m.-2 p.m.
Cezars Inn
5001 W.79th St., Burbank, Ill.
For information call (773) 589-2033

Kansas City
UPS Contract Enforcement Workshop
Sunday, Sept. 13
1 p.m.
20045 W. 119th St., Olathe, Kan.
For information call (913) 764-2882

Twin Cities Educational Conference
Saturday, Sept. 12
9 a.m.-3 p.m.
Central Labor Council
312 Central Ave. S.E.
Minneapolis
For information call (612) 825-7883

Northern California TDU
Saturday, Sept. 19
10 a.m.
Recreation Room
22012 Sevilla Rd., Hayward, Calif.
For information call (707) 426-5310

Southern California TDU
Sunday, Oct. 4
10 a.m.
VFW Hall
101 S. Main St., Pomona, Calif.
For information call (562) 694-5831
or (760) 951-4949

Wisconsin Badger State TDU
First Saturday every month
(for Sept.: Saturday, Sept. 12)
10:30 a.m.
Sue's Bayview Bandwagon
2463 South St. Clair
Milwaukee, Wisc.
For information call (414) 327-1489

TDU Pushes IRB to Investigate Hoffa

Hoffa May Face Another Probe

The Election Officer found that Junior Hoffa lied under oath, accepted almost $200,000 in illegal employer contributions, and laundered payments to a convicted felon, along with other wrongdoing. But the Independent Review Board (IRB) does not appear to be investigating charges against Hoffa based on the findings.

When Judge David Edelstein raised the fine imposed against Hoffa for his wrongdoing, he called Hoffa's election violations "worrisome and suspect."

Now, in response to the following letter recently sent by TDU to the IRB and Judge Edelstein, the Judge has asked the IRB to advise him "at the very earliest convenient time how [this] matter is being addressed."

Dear Sirs:

On April 28, 1998, TDU sent a letter to Chief Investigator Charles Carberry asking the IRB to investigate corruption found by court-appointed Election Officer Michael Cherkasky in his report on the campaign of James P. Hoffa. Those findings were not challenged or appealed by Hoffa Jr.

Yet, there is no indication that the IRB has even initiated any investigation, much less taken action against this wrongdoing. This stands in stark contrast to the swift action the IRB took in filing charges against Ron Carey just days after receiving the Election Officer's report on his campaign.

As you know, the Election Officer found that Hoffa engaged in activities which have been the basis for removing other Teamster officials from the union. He filed a false report to cover up a $1,000 campaign donation from former Teamsters President William McCarthy, and then lied about his actions to the Election Officer. Hoffa also filed a false report to hide the fact that his campaign hired a convicted felon. In addition, he testified falsely about the extent and nature of consultant Rich Leebove's role in his campaign.

Failure to cooperate with a court-appointed investigative official has been the basis for expelling at least 60 Teamster officials. In the same month that the report on Hoffa was issued, for example, the IRB called for disciplinary action against an official of Chicago Local 714 for lying to an IRB investigator. Alleged lying to a court-appointed official has also been the basis for a criminal indictment obtained by the U.S. Attorney in New York.

The Election Officer barred Hoffa's top campaign consultant, Rich Leebove, for illegally contributing at least $167,767 to the campaign. At the same time, Leebove's income rose as he was paid hundreds of thousands of dollars for communications services by Teamster locals headed by Hoffa Slate members or Hoffa supporters. In fact, Leebove earned more income in the five days per month spent working for local union and other clients in 1996 than in the 15 days per month available for such clients in 1995. The Election Officer also found that Leebove shook down payments from agents of the American Income Life Insurance Company to subsidize his work on the campaign.

Given the close relationship between Hoffa Jr. and Leebove, it seems highly likely that an IRB investigation would find that Hoffa Jr. was aware or should have been aware of the apparent swap scheme in which both Teamsters dues money and employer money were laundered through Leebove to subsidize the Hoffa campaign.

The Election Officer's report also identified other areas which would be expected to prompt swift action by the IRB. For example, key records were missing concerning at least $78,440 raised for the Hoffa campaign by T.C. Stone and tens of thousands more raised by William Hogan in Chicago — the same Hogan who shredded at least 2,000 pounds of documents before his local union was put in trusteeship.

The Election Officer reported that he was unable to investigate an allegation that the Hoffa campaign may have benefitted from transactions involving the Local 710 pension fund, commissions paid to a company owned by Detroit stockbroker Christopher Roach, and deposits of more than $1 million made by Roach's company in the Cayman Islands. The Election Officer said that Roach, who inexplicably has been allowed by Larry Brennan's Local 337 to be a Teamster member, "was not cooperative" and made a thorough investigation impossible. Surely, the IRB cannot allow Roach, Brennan, Frank Wsol, and others to prevent a thorough investigation simply by being uncooperative.

The IRB's failure to bring charges is particularly disturbing in light of a pattern of past inaction against corruption by Hoffa Jr. and his running mates. While dozens of other Teamster officials have been expelled for associating with organized crime figures, no action has been taken against Hoffa Jr. even though he has admitted that he was a personal business partner with Allen Dorfman, the most important mob boss in Teamster history. Hoffa Jr. was a partner with Dorfman at a time when Dorfman and his mob associates personally benefitted from their control of Teamster members' pension and health funds. Hoffa Jr. was not, as he claims, a "kid" at the time, but was a 30-year-old attorney on a retainer with the union worth more than $135,000 per year in today's dollars. Hoffa Jr. reportedly had been part of the legal team when Dorfman and Hoffa Sr. were indicted together.

The IRB also has taken no action against Hoffa Jr. and his running mates, including John Murphy, Les Singer, Chuck Mack, Phil Young, Jack Cipriani, and Jim Santangelo, who knowingly participated in the Real Teamsters Caucus swap scheme which the Election Officer found laundered at least $116,000 in local union and joint council dues money into the effort to defeat Ron Carey. These officials were repeatedly warned by the International union that this scheme might be illegal, but they chose to pursue it anyway.

As the Election Officer has stated, Teamster members "cannot have confidence in the Consent Decree" if court-appointed officers "do not take effective action to prevent and remedy ... misconduct. It would encourage cynicism in the rank and file toward the rerun election, the campaign, and the role of the federal government in both."

We urge you to apply an even standard to all Teamster officials and to take strong, immediate action on the information that is now before you.

BUFFALO NEWS

Judge inquires about probe of Hoffa's '96 race

By KEVIN GALVIN
Associated Press

WASHINGTON — A federal judge has asked the court-appointed board that monitors the Teamsters how it is handling allegations against James P. Hoffa, reviving the possibility of a new Hoffa in-

...David Edel-

THE PHILADELPHIA INQUIRER Friday, August 28, 1998

Judge asks monitors about allegations against James Hoffa

By Kevin Galvin
ASSOCIATED PRESS

WASHINGTON — A federal judge has asked the court-appointed board that monitors the Teamsters how it is handling allegations against James P. Hoffa, reviving the possibility of a new Hoffa inquiry.

U.S. District Judge David Edelstein wrote to members of the Independent Review Board after Hoffa's opponents complained that Hoffa had not been fully investigated.

Campaign manager Tom Pazzi said that [illegible] had indeed

...gated and that a fresh review of allegations from a court-appointed election monitor was unwarranted. "It was an exhaustive investigation, with the election officer using subpoena power and other resources granted to him by the court," Pazzi said.

Election Officer Michael Cherkasky ruled in April that Hoffa had committed several election improprieties during his 1996 bid for the union presidency and that he ... been "vague and

...against the son of the late Teamster leader Jimmy Hoffa. Despite what Edelstein called "worrisome and suspect" campaign practices, he upheld the election officer's decision allowing Hoffa to take part in a new election.

The new election was called after former Teamsters president Ron Carey's reelection over Hoffa was set aside d...

...scheme to funnel union ...t Carey's campaign.

...for a Democratic ...p opposed to Hoffa.

THE BOSTON GLOBE • FRIDAY, AUGUST 28, 1998

Business Nation/World

Judge's inquiry raises possibility of new Hoffa probe

ASSOCIATED PRESS

WASHINGTON – A federal judge has asked the court-appointed board that monitors the Teamsters how it is handling allegations against James P. Hoffa, reviving the possibility of a new Hoffa inquiry.

US District Judge David Edelstein wrote to members of the Independent Review Board after Hoffa's opponents ...plained Hoffa h... ...n't been fully in-...d

...ed and a fresh review of allegations from a court-appointed election monitor was unwarranted.

"It was an exhaustive investigation with the election officer using subpoena power and other resources granted to him by the court," Pazzi said. "There is no reason for the matter to go any further."

Election Officer Michael Cherkasky ruled in April that Hoffa had committed several election impropri... ...during his 1996 bi...

...timony to investigators.

In June, Edelstein increased fines levied against the son of the late Teamster leader Jimmy Hoffa. Despite what Edelstein called "worrisome and suspect" campaign practices, he upheld the election officer's decision allowing Hoffa to take part in a new election.

The new election was called af... former Teamsters president R... ...ey's ...